

# EXHIBIT LL

## Jesse Barnes – Investigation Overview

**Ethics & Compliance Case Received by HRiC:** 11/28/2016

**Dates of Investigation:** 12/6/2016 – 12/8/2016

**Investigator:** Megan Kloosterman, UP HR Account Manager

**Parties Involved:**

Name	Position Title	JG	Date to Position	Date to Shell	Relationship
Jesse Barnes	Maintenance Analyst	8	9/14/2015	9/14/2015	Will's Direct Report
William Turney	Maintenance Supervisor	NE	1/16/2014	02/01/2012	Supervisor of Jesse

**Allegation:** Jesse Barnes called the Ethics & Compliance hotline alleging harassment, specifically name calling, belittling, inappropriate touching and comments.

**Summary of Findings**

- Evidence to support Will Turney's behavior violated Shell's Code of Conduct, specifically Section 3.3 Harassment: "You must treat others with respect at all times" and "You must not make inappropriate jokes or comments."
  - Will told Jesse that she makes good money for a woman and should not be upset with her pay grade
  - Will told Jesse she works well with male employees because she is a woman
  - Will referred to Jesse as a "hot blonde" in a joking manner
- Evidence to support Will Turney demonstrated poor leadership behaviors:
  - Will consistently inquires about personal matters with his staff, particularly with Jesse
  - Will texts Jesse on her personal cell phone regarding both work and personal matters outside of work hours
  - Will gestures "cat claws" and makes a "hissing noise" during situations of conflict; this is perceived by some as Will's way of avoiding conflict and to lighten the mood

**Recommended Actions/Next Steps**

- Will Turney: Provide a written warning on file for 18<sup>th</sup> months, reduce IPF to [REDACTED] for 2016, participate in LEAD leadership training offered in 2017, participate in code of conduct training, continued coaching from Greg and Steve.
- Jesse Barnes: Transfer to new role as an HSE Analyst for the HSE team, provide coaching on professional behavior, coaching to raise concerns early
- Provide code of conduct training for all Appalachia employees
- Hold leadership engagements for entire Appalachia leadership team with a focus on code of conduct and diversity and inclusion
- Documented coaching for Mark Hoover on leadership behaviors